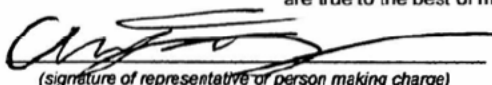


UNITED STATES OF AMERICA  
NATIONAL LABOR RELATIONS BOARD  
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 31-CA-264868	Date Filed 8/18/2020

**INSTRUCTIONS:**

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Sports Mania Logistic Services LLC	b. Tel. No. (202) 695-5893
	c. Cell No.
	f. Fax. No.
d. Address (Street, city, state, and ZIP code) 2 Feathergrass Irvine, CA 92604	e. Employer Representative AJ Ashrafi
	g. e-mail ajashrafi11@yahoo.com
	h. Number of workers employed 11
i. Type of Establishment (factory, mine, wholesaler, etc.) Government Contractor	j. Identify principal product or service Barbershop services
The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) See Attachment.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) Teamsters, Chauffeurs, Warehousemen, Industrial and Allied Workers of America, Local 166	
4a. Address (Street and number, city, state, and ZIP code) 124 East Fredricks Street Barstow, California 92311	4b. Tel. No. (760) 256-0181
	4c. Cell No.
	4d. Fax No. (760) 979-2024
	4e. e-mail
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.	
 (signature of representative or person making charge)	
Arthur N. Four, Counsel for Charging Party (Print/type name and title or office, if any)	
REICH, ADELL & CVITAN Address 3550 Wilshire Blvd., Ste. 2000, Los Angeles, CA 90010	
Date Aug 18, 2020	
Tel. No. (213) 386-3860	
Office, if any, Cell No.	
Fax No. (213) 385-5583	
e-mail arthurf@rac-law.com	

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.

**ATTACHMENT TO ULP CHARGE:**

**Within the last six (6) months**, the Employer, which is a perfectly clear successor employer or successor employer to Gino Morena Enterprises, LLC and/or Super V Salon, has violated section 8(a), subsections (1) and (5) of the Act by refusing to recognize the Union as the authorized exclusive representative of the Employer's employees employed at the barber shop(s) located at Ft. Irwin, California.

**Within the last six (6) months**, the Employer, which is a perfectly clear successor employer or successor employer to Gino Morena Enterprises, LLC and/or Super V Salon, has violated section 8(a), subsections (1) and (5) of the Act by refusing to bargain in good faith with the Union as the authorized exclusive representative of the Employer's employees employed at the barber shop(s) located at Ft. Irwin, California.

**Within the last six (6) months**, the Employer, which is a perfectly clear successor employer or successor employer to Gino Morena Enterprises, LLC and/or Super V Salon, has violated section 8(a), subsections (1) and (5) of the Act by refusing to provide any information requested by the Union in the Union's information requests pertaining to the Employer's employees employed at the barber shop(s) located at Ft. Irwin, California.

**Within the last six (6) months**, the Employer, which is a perfectly clear successor employer to Gino Morena Enterprises, LLC and/or Super V Salon, has violated section 8(a), subsections (1) and (5) of the Act by unilaterally changing and/or setting the initial terms and conditions of employment of the Employer's employees employed at the barber shop(s) located at Ft. Irwin, California.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W OLYMPIC BLVD  
SUITE 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (310) 235-7351  
Fax: (310) 235-7420



Download  
NLRB  
Mobile App

August 19, 2020

AJ Ashrafi  
Sports Mania Logistic Services LLC  
2 Feathergrass  
Irvine, CA 92604

Re: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

Dear Mr. Ashrafi:

Enclosed is a copy of a charge that has been filed in this case. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Jake A. Yocham whose telephone number is (310) 307-7341. If this Board agent is not available, you may contact Supervisory Field Attorney Steven Wyllie whose telephone number is (310) 307-7312.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

If you are contacted by someone about representing you in this case, please be assured that no organization or person seeking your business has any "inside knowledge" or favored relationship with the National Labor Relations Board. Their knowledge regarding this proceeding was only obtained through access to information that must be made available to any member of the public under the Freedom of Information Act.

**Presentation of Your Evidence:** We seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations set forth in the charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

Full and complete cooperation includes providing witnesses to give sworn affidavits to a Board agent and providing all relevant documentary evidence requested by the Board agent. Sending us your written account of the facts and a statement of your position is not enough to be considered full and complete cooperation. A refusal to fully cooperate during the investigation might cause a case to be litigated unnecessarily.

In addition, either you or your representative must complete the enclosed Commerce Questionnaire to enable us to determine whether the NLRB has jurisdiction over this dispute. If you recently submitted this information in another case, or if you need assistance completing the form, please contact the Board agent.

We will not honor requests to limit our use of position statements or evidence. Specifically, any material you submit may be introduced as evidence at a hearing before an administrative law judge regardless of claims of confidentiality. However, certain evidence produced at a hearing may be protected from public disclosure by demonstrated claims of confidentiality.

Further, the Freedom of Information Act may require that we disclose position statements or evidence in closed cases upon request, unless an exemption applies, such as those protecting confidential financial information or personal privacy interests.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Correspondence:** All documents submitted to the Region regarding your case MUST be filed through the Agency's website, [www.nlr.gov](http://www.nlr.gov). This includes all formal pleadings, briefs, as well as affidavits, documentary evidence, and position statements. The Agency requests all evidence submitted electronically to be in the form it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format).

If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge. If you cannot e-file your documents, you must provide a statement explaining why you do not have access to the means for filing electronically or why filing electronically would impose an undue burden.

In addition, this Region will be issuing case-related correspondence and documents, including complaints, compliance specifications, dismissal letters, deferral letters, and withdrawal letters, electronically to the email address you provide. Please ensure that you receive important case-related correspondence, please ensure that the Board Agent assigned to your case has your preferred email address. These steps will ensure that you receive correspondence faster and at a significantly lower cost to the taxpayer. If there is some reason you are unable to receive correspondence via email, please contact the agent assigned to your case to discuss the circumstances that prevent you from using email.

Information about the Agency, the procedures we follow in unfair labor practice cases and our customer service standards is available on our website, [www.nlr.gov](http://www.nlr.gov) or from an NLRB office upon your request. *NLRB Form 4541, Investigative Procedures* offers information that is helpful to parties involved in an investigation of an unfair labor practice charge.

We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Mori Rubin". The signature is written in a cursive, flowing style.

Mori Rubin  
Regional Director

Enclosures:

1. Copy of Charge
2. Commerce Questionnaire



**QUESTIONNAIRE ON COMMERCE INFORMATION**

Please read carefully, answer all applicable items, and return to the NLRB Office. If additional space is required, please add a page and identify item number.

CASE NAME

CASE NUMBER

31-CA-264868

**1. EXACT LEGAL TITLE OF ENTITY (As filed with State and/or stated in legal documents forming entity)****2. TYPE OF ENTITY**☐ CORPORATION ☐ LLC ☐ LLP ☐ PARTNERSHIP ☐ SOLE PROPRIETORSHIP ☐ OTHER (Specify )**3. IF A CORPORATION or LLC**A. STATE OF INCORPORATION  
OR FORMATION

B. NAME, ADDRESS, AND RELATIONSHIP (e.g. parent, subsidiary) OF ALL RELATED ENTITIES

**4. IF AN LLC OR ANY TYPE OF PARTNERSHIP, FULL NAME AND ADDRESS OF ALL MEMBERS OR PARTNERS****5. IF A SOLE PROPRIETORSHIP, FULL NAME AND ADDRESS OF PROPRIETOR****6. BRIEFLY DESCRIBE THE NATURE OF YOUR OPERATIONS (Products handled or manufactured, or nature of services performed).****7. A. PRINCIPAL LOCATION:****B. BRANCH LOCATIONS:****8. NUMBER OF PEOPLE PRESENTLY EMPLOYED**

A. Total:

B. At the address involved in this matter:

**9. DURING THE MOST RECENT (Check appropriate box): ☐ CALENDAR YR ☐ 12 MONTHS or ☐ FISCAL YR (FY dates )**

YES NO

A. Did you **provide services** valued in excess of \$50,000 directly to customers outside your State? If no, indicate actual value.  
\$B. If you answered no to 9A, did you **provide services** valued in excess of \$50,000 to customers in your State who purchased goods valued in excess of \$50,000 from directly outside your State? If no, indicate the value of any such services you provided.  
\$C. If you answered no to 9A and 9B, did you **provide services** valued in excess of \$50,000 to public utilities, transit systems, newspapers, health care institutions, broadcasting stations, commercial buildings, educational institutions, or retail concerns? If less than \$50,000, indicate amount. \$D. Did you **sell goods** valued in excess of \$50,000 directly to customers located outside your State? If less than \$50,000, indicate amount. \$E. If you answered no to 9D, did you **sell goods** valued in excess of \$50,000 directly to customers located inside your State who purchased other goods valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount.  
\$F. Did you **purchase and receive goods** valued in excess of \$50,000 from directly outside your State? If less than \$50,000, indicate amount. \$G. Did you **purchase and receive goods** valued in excess of \$50,000 from enterprises who received the goods directly from points outside your State? If less than \$50,000, indicate amount. \$H. **Gross Revenues** from all sales or performance of services (Check the largest amount)  
☐ \$100,000 ☐ \$250,000 ☐ \$500,000 ☐ \$1,000,000 or more If less than \$100,000, indicate amount.I. Did you **begin operations within the last 12 months?** If yes, specify date: \_\_\_\_\_**10 ARE YOU A MEMBER OF AN ASSOCIATION OR OTHER EMPLOYER GROUP THAT ENGAGES IN COLLECTIVE BARGAINING?**☐ YES ☐ NO (If yes, name and address of association or group).**11. REPRESENTATIVE BEST QUALIFIED TO GIVE FURTHER INFORMATION ABOUT YOUR OPERATIONS**

NAME

TITLE

E-MAIL ADDRESS

TEL. NUMBER

**12. AUTHORIZED REPRESENTATIVE COMPLETING THIS QUESTIONNAIRE**

NAME AND TITLE (Type or Print)

SIGNATURE

E-MAIL ADDRESS

DATE

**PRIVACY ACT STATEMENT**

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing representation and/or unfair labor practice proceedings and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary. However, failure to supply the information may cause the NLRB to refuse to process any further a representation or unfair labor practice case, or may cause the NLRB to issue you a subpoena and seek enforcement of the subpoena in federal court.

**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**SPORTS MANIA LOGISTIC SERVICES, LLC**

Charged Party

and

**TEAMSTERS, CHAUFFEURS,  
WAREHOUSEMEN, INDUSTRIAL AND  
ALLIED WORKERS OF AMERICA, LOCAL 166**

Charging Party

**Case 31-CA-264868**

**AFFIDAVIT OF SERVICE OF CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, state under oath that on August 19, 2020, I served the above-entitled document(s) by post-paid regular mail upon the following persons, addressed to them at the following addresses:

AJ Ashrafi  
Sports Mania Logistic Services LLC  
2 Feathergrass  
Irvine, CA 92604

August 19, 2020

\_\_\_\_\_  
Date

Bri Weaver,  
Designated Agent of NLRB

\_\_\_\_\_  
Name

/s/ Bri Weaver

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W OLYMPIC BLVD  
SUITE 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (310) 235-7351  
Fax: (310) 235-7420



Download  
NLRB  
Mobile App

August 19, 2020

Teamsters, Chauffeurs, Warehousemen, Industrial and Allied Workers of America, Local 166  
124 East Fredricks Street  
Barstow, CA 92311

Re: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

Dear Sir or Madam:

The charge that you filed in this case on August 18, 2020 has been docketed as case number 31-CA-264868. This letter tells you how to contact the Board agent who will be investigating the charge, explains your right to be represented, discusses presenting your evidence, and provides a brief explanation of our procedures, including how to submit documents to the NLRB.

**Investigator:** This charge is being investigated by Field Attorney Jake A. Yocham whose telephone number is (310) 307-7341. If this Board agent is not available, you may contact Supervisory Field Attorney Steven Wyllie whose telephone number is (310) 307-7312.

**Right to Representation:** You have the right to be represented by an attorney or other representative in any proceeding before us. If you choose to be represented, your representative must notify us in writing of this fact as soon as possible by completing *Form NLRB-4701, Notice of Appearance*. This form is available on our website, [www.nlr.gov](http://www.nlr.gov), or from an NLRB office upon your request.

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**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. Because we seek to resolve labor disputes promptly, you should be ready to promptly present your affidavit(s) and other evidence. If you have not yet scheduled a date and time for the Board agent to take your affidavit, please contact the Board agent to schedule the affidavit(s). If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed without investigation.



**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

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We can provide assistance for persons with limited English proficiency or disability. Please let us know if you or any of your witnesses would like such assistance.

Very truly yours,

A handwritten signature in black ink that reads "Mori Rubin". The signature is written in a cursive, flowing style.

Mori Rubin  
Regional Director

cc: Arthur N. Four, Attorney  
Reich, Adell & Cvitan  
3550 Wilshire Blvd., Suite 2000  
Los Angeles, CA 90010-2421

Copy of charge only sent to:

Bradley T. Raymond  
International Brotherhood of Teamsters (IBT)  
25 Louisiana Avenue, NW  
Washington, DC 20001

NATIONAL LABOR RELATIONS BOARD

NOTICE OF APPEARANCE

Teamsters, Chauffeurs, Warehousemen, Industrial and  
Allies Workers of America, Local 166

and

Sports Mania Logistic Systems, LLC

CASE 31-CA-264868

☒ REGIONAL DIRECTOR

☐ EXECUTIVE SECRETARY  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

☐ GENERAL COUNSEL  
NATIONAL LABOR RELATIONS BOARD  
Washington, DC 20570

THE UNDERSIGNED HEREBY ENTERS APPEARANCE AS REPRESENTATIVE OF \_\_\_\_\_  
Sports Mania Logistic Systems, LLC

IN THE ABOVE-CAPTIONED MATTER.

CHECK THE APPROPRIATE BOX(ES) BELOW:

☒ REPRESENTATIVE IS AN ATTORNEY

☒ IF REPRESENTATIVE IS AN ATTORNEY, IN ORDER TO ENSURE THAT THE PARTY MAY RECEIVE COPIES OF CERTAIN DOCUMENTS OR CORRESPONDENCE FROM THE AGENCY IN ADDITION TO THOSE DESCRIBED BELOW, THIS BOX MUST BE CHECKED. IF THIS BOX IS NOT CHECKED, THE PARTY WILL RECEIVE ONLY COPIES OF CERTAIN DOCUMENTS SUCH AS CHARGES, PETITIONS AND FORMAL DOCUMENTS AS DESCRIBED IN SEC. 11842.3 OF THE CASEHANDLING MANUAL.

(REPRESENTATIVE INFORMATION)

NAME: Daniel Parker Jett, Esq.; THE JETT LAW FIRM, APC

MAILING ADDRESS: P.O. Box 80456, San Marino, CA 91118-8456

E-MAIL ADDRESS: daniel.jett@jettlaw.com

OFFICE TELEPHONE NUMBER: (626) 399-0857

CELL PHONE NUMBER: (626) 318-1095 FAX: (626) 628-3986

SIGNATURE: \_\_\_\_\_

(Please sign in ink.)

DATE: 9/1/2020

<sup>1</sup> IF CASE IS PENDING IN WASHINGTON AND NOTICE OF APPEARANCE IS SENT TO THE GENERAL COUNSEL OR THE EXECUTIVE SECRETARY, A COPY SHOULD BE SENT TO THE REGIONAL DIRECTOR OF THE REGION IN WHICH THE CASE WAS FILED SO THAT THOSE RECORDS WILL REFLECT THE APPEARANCE.

## FIRST AMENDED CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

31-CA-264868

Date Filed

1/14/2021

## INSTRUCTIONS:

File an original with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

## 1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Sports Mania Logistic Services, LLC		b. Tel. No. (202) 695-5893
		c. Cell No.
		f. Fax No.
d. Address (Street, city, state, and ZIP code) 2 Feathergrass Irvine, CA 92604	e. Employer Representative AJ Ashrafi	g. e-mail ajashrafi11@yahoo.com
		h. Number of workers employed 11
i. Type of Establishment (factory, mine, wholesaler, etc.) Government Contractor		j. Identify principal product or service Barbershop services

The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (5) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act, or these unfair labor practices affecting commerce within the meaning of the Act and the Postal Reorganization Act.

## 2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Within the last six (6) months, the Employer, a successor employer to Gino Morena Enterprises, LLC and/or Super V Salon, has violated section 8(a), subsections (1) and (5) of the Act, by refusing to provide any information requested by the Union in the Union's information requests pertaining to the Employer's employees employed at the barber shop(s) located at Ft. Irwin, California.

## 3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Teamsters, Chauffeurs, Warehousemen, Industrial and Allied Workers of America, Local 166

4a. Address (Street and number, city, state, and ZIP code) 124 East Fredricks Street Barstow, California 92311	4b. Tel. No. (760) 256-0181
	4c. Cell No.
	4d. Fax No. (760) 979-2024
	4e. e-mail

## 5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

International Brotherhood of Teamsters

## 6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.



Arthur Four, Counsel for Charging Party

(signature of representative or person making charge)

(Print/type name and title or office, if any)

Reich, Adell & Cvitan, 3550 Wilshire Blvd., Suite  
Address 2000, Los Angeles, CA 90010

Date Jan 14, 2021

Tel. No.  
(213) 386-3860

Office, if any, Cell No.

Fax No.  
(213) 386-5583e-mail  
arthurf@rac-law.com

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)  
PRIVACY ACT STATEMENT

Solicitation of the information on this form is authorized by the National Labor Relations Act (NLRA), 29 U.S.C. § 151 et seq. The principal use of the information is to assist the National Labor Relations Board (NLRB) in processing unfair labor practice and related proceedings or litigation. The routine uses for the information are fully set forth in the Federal Register, 71 Fed. Reg. 74942-43 (Dec. 13, 2006). The NLRB will further explain these uses upon request. Disclosure of this information to the NLRB is voluntary; however, failure to supply the information may cause the NLRB to decline to invoke its processes.



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
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Los Angeles, CA 90064-1753

Agency Website: [www.nlr.gov](http://www.nlr.gov)  
Telephone: (310) 235-7351  
Fax: (310) 235-7420



Download  
NLRB  
Mobile App

January 15, 2021

AJ Ashrafi  
Sports Mania Logistic Services LLC  
2 Feathergrass  
Irvine, CA 92604

Re: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

Dear Mr. Ashrafi:

Enclosed is a copy of the first amended charge that has been filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Jake A. Yocham whose telephone number is (310) 307-7341. If the agent is not available, you may contact Supervisory Field Attorney Steven Wyllie whose telephone number is (310) 307-7312.

**Presentation of Your Evidence:** As you know, we seek prompt resolutions of labor disputes. Therefore, I urge you or your representative to submit a complete written account of the facts and a statement of your position with respect to the allegations in the first amended charge as soon as possible. If the Board agent later asks for more evidence, I strongly urge you or your representative to cooperate fully by promptly presenting all evidence relevant to the investigation. In this way, the case can be fully investigated more quickly.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink that reads "Mori Rubin". The signature is written in a cursive, flowing style.

Mori Rubin  
Regional Director

Enclosure: Copy of first amended charge

cc: Daniel Parker Jett, Esquire  
The Jett Law Firm, APC  
P.O. Box 80456  
San Marino, CA 911188456



**UNITED STATES OF AMERICA**  
**BEFORE THE NATIONAL LABOR RELATIONS BOARD**

**SPORTS MANIA LOGISTIC SERVICES LLC**

Charged Party

and

**TEAMSTERS, CHAUFFEURS,  
WAREHOUSEMEN, INDUSTRIAL AND  
ALLIED WORKERS OF AMERICA, LOCAL 166**

Charging Party

**Case 31-CA-264868**

**AFFIDAVIT OF SERVICE OF FIRST AMENDED CHARGE AGAINST EMPLOYER**

I, the undersigned employee of the National Labor Relations Board, being duly sworn, say that on January 15, 2021, I served the above-entitled document(s) by regular mail upon the following persons, addressed to them at the following addresses:

AJ Ashrafi  
Sports Mania Logistic Services LLC  
2 Feathergrass  
Irvine, CA 92604

Daniel Parker Jett, Esquire  
The Jett Law Firm, APC  
P.O. Box 80456  
San Marino, CA 911188456

January 15, 2021

\_\_\_\_\_  
Date

Bri Weaver,  
Designated Agent of NLRB

\_\_\_\_\_  
Name

/s/ Bri Weaver

\_\_\_\_\_  
Signature



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W OLYMPIC BLVD  
SUITE 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (310) 235-7351  
Fax: (310) 235-7420



Download  
NLRB  
Mobile App

January 15, 2021

Teamsters, Chauffeurs, Warehousemen, Industrial and  
Allied Workers of America, Local 166  
124 East Fredricks Street  
Barstow, CA 92311

Re: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

Dear Sir or Madam:

We have docketed the first amended charge that you filed in this case.

**Investigator:** This charge is being investigated by Field Attorney Jake A. Yocham whose telephone number is (310) 307-7341. If the agent is not available, you may contact Supervisory Field Attorney Steven Wyllie whose telephone number is (310) 307-7312.

**Presentation of Your Evidence:** As the party who filed the charge in this case, it is your responsibility to meet with the Board agent to provide a sworn affidavit, or provide other witnesses to provide sworn affidavits, and to provide relevant documents within your possession. If you have additional evidence regarding the allegations in the first amended charge and you have not yet scheduled a date and time for the Board agent to obtain that evidence, please contact the Board agent to arrange to present that evidence. If you fail to cooperate in promptly presenting your evidence, your charge may be dismissed.

**Preservation of all Potential Evidence:** Please be mindful of your obligation to preserve all relevant documents and electronically stored information (ESI) in this case, and to take all steps necessary to avoid the inadvertent loss of information in your possession, custody or control. Relevant information includes, but is not limited to, paper documents and all ESI (e.g. SMS text messages, electronic documents, emails, and any data created by proprietary software tools) related to the above-captioned case.

**Prohibition on Recording Affidavit Interviews:** It is the policy of the General Counsel to prohibit affiants from recording the interview conducted by Board agents when subscribing Agency affidavits. Such recordings may impede the Agency's ability to safeguard the confidentiality of the affidavit itself, protect the privacy of the affiant and potentially compromise the integrity of the Region's investigation.

**Procedures:** Pursuant to Section 102.5 of the Board's Rules and Regulations, parties must submit all documentary evidence, including statements of position, exhibits, sworn statements, and/or other evidence, by electronically submitting (E-Filing) them through the Agency's web site ([www.nlr.gov](http://www.nlr.gov)). You must e-file all documents electronically or provide a written statement explaining why electronic submission is not possible or feasible. Failure to comply with Section 102.5 will result in rejection of your submission. The Region will make its determination on the merits solely based on the evidence properly submitted. All evidence submitted electronically should be in the form in which it is normally used and maintained in the course of business (i.e., native format). Where evidence submitted electronically is not in native format, it should be submitted in a manner that retains the essential functionality of the native format (i.e., in a machine-readable and searchable electronic format). If you have questions about the submission of evidence or expect to deliver a large quantity of electronic records, please promptly contact the Board agent investigating the charge.

If the Agency does not issue a formal complaint in this matter, parties will be notified of the Regional Director's decision by email. Please ensure that the agent handling your case has your current email address.

Very truly yours,

A handwritten signature in black ink that reads "Mori Rubin". The signature is written in a cursive, flowing style.

Mori Rubin  
Regional Director

cc: Arthur N. Four, Attorney  
Reich, Adell & Cvitan  
3550 Wilshire Blvd., Suite 2000  
Los Angeles, CA 90010-2421

Copy of charge only sent to:

Bradley T. Raymond  
International Brotherhood of Teamsters, AFL-CIO  
25 Louisiana Avenue, NW  
Washington, DC 20001

UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD  
SETTLEMENT AGREEMENT

**IN THE MATTER OF**

**Sports Mania Logistic Services, LLC**

**Case 31-CA-264868**

Subject to the approval of the Regional Director for the National Labor Relations Board, the Charged Party and the Charging Party **HEREBY AGREE TO SETTLE THE ABOVE MATTER AS FOLLOWS:**

**POSTING OF NOTICE** — After the Regional Director has approved this Agreement, the Regional Office will send copies of the approved Notice to the Charged Party in English and in additional languages if the Regional Director decides that it is appropriate to do so. A responsible official of the Charged Party will then sign and date those Notices and immediately post them in the employee break room of the barbershop located at 918 Langford Lake Rd, Fort Irwin, CA, 923100. If the Employer's place of business is currently closed and a substantial number of employees are not reporting to the facility due to the Coronavirus pandemic or is operating with less than a substantial complement of employees, the 60 consecutive day period for posting will begin when the Employer's place of business reopens and a substantial complement of employees have returned to work. For purposes of this notice posting, a substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. The Charged Party will keep all Notices posted for 60 consecutive days after the initial posting.

**COMPLIANCE WITH NOTICE** — The Charged Party will comply with all the terms and provisions of said Notice.

**SCOPE OF THE AGREEMENT** — This Agreement settles only the allegations in the above-captioned case(s), including all allegations covered by the attached Notice to Employees made part of this agreement, and does not settle any other case(s) or matters. It does not prevent persons from filing charges, the General Counsel from prosecuting complaints, or the Board and the courts from finding violations with respect to matters that happened before this Agreement was approved regardless of whether General Counsel knew of those matters or could have easily found them out. The General Counsel reserves the right to use the evidence obtained in the investigation and prosecution of the above-captioned case(s) for any relevant purpose in the litigation of this or any other case(s), and a judge, the Board and the courts may make findings of fact and/or conclusions of law with respect to said evidence.

**PARTIES TO THE AGREEMENT** — If the Charging Party fails or refuses to become a party to this Agreement and the Regional Director determines that it will promote the policies of the National Labor Relations Act, the Regional Director may approve the settlement agreement and decline to issue or reissue a Complaint in this matter. If that occurs, this Agreement shall be between the Charged Party and the undersigned Regional Director. In that case, a Charging Party may request review of the decision to approve the Agreement. If the General Counsel does not sustain the Regional Director's approval, this Agreement shall be null and void.

**AUTHORIZATION TO PROVIDE COMPLIANCE INFORMATION AND NOTICES DIRECTLY TO CHARGED PARTY** — Counsel for the Charged Party authorizes the Regional Office to forward the cover letter describing the general expectations and instructions to achieve compliance, a conformed settlement, original notices and a certification of posting directly to the Charged Party. If such authorization is granted, Counsel will be simultaneously served with a courtesy copy of these documents.

Yes

(b) (6), (b) (7)(C)

No

Initials

*JA*

**PERFORMANCE** — Performance by the Charged Party with the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director, or if the Charging Party does



not enter into this Agreement, performance shall commence immediately upon receipt by the Charged Party of notice that no review has been requested or that the General Counsel has sustained the Regional Director. The Charged Party agrees that in case of non-compliance with any of the terms of this Settlement Agreement by the Charged Party, and after 14 days' notice from the Regional Director of the National Labor Relations Board of such non-compliance without remedy by the Charged Party, the Regional Director will issue a Complaint that includes the allegations covered by the Notice to Employees, as identified above in the Scope of Agreement section, as well as filing and service of the charge(s), commerce facts necessary to establish Board jurisdiction, labor organization status, appropriate bargaining unit (if applicable), and any other allegations the General Counsel would ordinarily plead to establish the unfair labor practices.

**NOTIFICATION OF COMPLIANCE** — Each party to this Agreement will notify the Regional Director in writing what steps the Charged Party has taken to comply with the Agreement. This notification shall be given within 5 days, and again after 60 days, from the date of the approval of this Agreement. If the Charging Party does not enter into this Agreement, initial notice shall be given within 5 days after notification from the Regional Director that the Charging Party did not request review or that the General Counsel sustained the Regional Director's approval of this agreement. No further action shall be taken in the above captioned case(s) provided that the Charged Party complies with the terms and conditions of this Settlement Agreement and Notice.

<b>Charged Party</b> Sports Mania Logistic Services LLC		<b>Charging Party</b> Teamsters, Chauffeurs, Warehousemen, Industrial and Allied Workers of America, Local 166	
By: Name and Title	Date 2/5/21	By: Name and Title	Date 2.8.21
(b) (6), (b) (7)(C)		JASON HOLT (Vice President)	
Print (b) (6), (b) (7)(C) ow		Print Name and Title below	
Recommended By: Jake Yocham Field Attorney		Approved By: Mori Rubin Regional Director, Region 31	
Date 2/11/2021		Date 2/11/21	

(To be printed and posted on official Board notice form)

**THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:**

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights.

Teamsters, Chauffeurs, Warehousemen, Industrial and Allied Workers of America, Local 166 ("Local 166") is the exclusive collective-bargaining representative of employees at our barber shops located at the U.S. Government Post Exchange at Ft. Irwin, CA, in the appropriate unit as described below ("the Unit"):

**Unit:** All barbers (excluding the managers as well as guards and supervisors, as those terms are defined in the National Labor Relations Act) employed at the Company's barber shops located on the U.S. Government Post Exchange at Ft. Irwin, CA.

**WE WILL NOT** refuse to provide the Union with information that is relevant and necessary to its role as your bargaining representative.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

**WE WILL** provide the Union with the information it requested on June 25, 2020.

Sports Mania Logistic Services LLC

(Employer)

Dated: 2/5/21

By: \_\_\_\_\_

(b) (6), (b) (7)(C)

(Representative)

(Title)

*The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. We conduct secret-ballot elections to determine whether employees want union representation and we investigate and remedy unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below or you may call the Board's toll-free number 1-844-762-NLRB*



*(1-844-762-6572). Hearing impaired callers who wish to speak to an Agency representative should contact the Federal Relay Service (link is external) by visiting its website at <https://www.federalrelay.us/tty> (link is external), calling one of its toll free numbers and asking its Communications Assistant to call our toll free number at 1-844-762-NLRB.*

11500 W. Olympic Blvd.  
Suite 600  
Los Angeles, CA 90064

Telephone: (310) 235-7351

Hours of Operation: 8:30 a.m. to 5:00 p.m.

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**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE**

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Centralized Compliance Unit at [complianceunit@nrlb.gov](mailto:complianceunit@nrlb.gov).





UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W OLYMPIC BLVD  
SUITE 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (787)523-8346  
Fax: (310)235-7420

February 16, 2021

AJ Ashrafi  
Sports Mania Logistic Services LLC  
2 Feathergrass  
Irvine, CA 92604  
[ajashrafi11@yahoo.com](mailto:ajashrafi11@yahoo.com)

*Sent by E-mail Only*

Re: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

Dear Mr. Ashrafi:

Enclosed is a conformed copy of the Bilateral Settlement Agreement in the above matter which was approved on February 11, 2021. This letter discusses what the Employer needs to do to comply with the Agreement.

**Post Notice:** Attached in the E-mail is a copy of the English Notice to Employees to be posted **by no later than March 2, 2021.** In compliance with the Agreement, a responsible official of the Employer, not the Employer's attorney, must sign and date the Notices and immediately post them in the employee break room of the barbershop located at 918 Langford Lake Road, Fort Irwin, CA, 92310, for 60 consecutive days. **The Employer is to make color copies of the enclosed Notice on 8 ½ by 14 legal-size paper and ensure each copy of the Notice retains the heading at the top of the Notice. A copy of the signed/dated Notice is to be provided to the Compliance Unit by no later than March 2, 2021.** If the Employer's place of business is currently closed and a substantial number of employees are not reporting to the facility due to the coronavirus pandemic or is operating with less than a substantial complement of employees, the 60 consecutive day period for posting will begin when the Employer's place of business reopens and a substantial complement of employees have returned to work. For purposes of this notice posting, a substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. The Employer will keep all Notices posted for 60 consecutive days after the initial posting. The Employer must take reasonable steps to ensure that the Notices are not altered, defaced or covered by other material. During the posting period, a member of the Regional Office staff may visit the Employer's facility to inspect the Notices.

**Remedial Actions:**

***Other Remedies:*** The Agreement also provides that the Employer will provide the Union with the information it requested on June 25, 2020.

**Certification of Compliance:** Certification of Compliance forms are also enclosed. Certification of Posting form should be completed and returned **by not later than March 2, 2021, with one signed and dated original Notice.** The Certification of Compliance form should be completed and returned **by no later than March 9, 2021.** Certification of Posting and Compliance forms are to be electronically filed on the agency website [www.nlrb.gov](http://www.nlrb.gov).

**E-filing Requirements:** The NLRB is requiring the mandatory electronic filing of all case documents. See [GC 20-01](#). Written instructions for using the Agency's E-filing system and the Agency's Electronic Filing Terms and Conditions have been posted on the Agency's [website](#). The Agency's website also contains a [video demonstration](#) which provides step-by-step instructions for e-filing.

Please read all the terms of the Settlement Agreement and Notice carefully, as the Employer will be expected to comply with all such provisions. If you have any questions or if I can assist you, please let me know.

**Closing the Case:** When all the affirmative terms of the Settlement Agreement have been fully complied with and there are no reported violations of its negative terms, you will be notified that the case has been closed on compliance. Timely receipt of the signed and dated Notice to Employees, Certification of Posting and the Certifications of Compliance forms will assist the Region in closing the case in a timely manner. Very truly yours,

/s/ JA

JOSE ACOSTA  
Compliance Assistant

Enclosures: Copy of Conformed Settlement Agreement  
Notice to Employees  
Certification of Posting Form  
Certification of Compliance Form

cc: Daniel Parker Jett, Esquire  
The Jett Law Firm, APC  
P.O. Box 80456  
San Marino, CA 91188456  
[daniel.jett@jettlaw.com](mailto:daniel.jett@jettlaw.com)

Arthur N. Four, Attorney  
Reich, Adell & Cvitan  
3550 Wilshire Blvd., Suite 2000  
Los Angeles, CA 90010-2421  
[arthurf@rac-law.com](mailto:arthurf@rac-law.com)

**CERTIFICATION OF POSTING (PART ONE)**

**(Page 1 of 2 Pages)**

**RE: Sports Mania Logistic Services, LLC**  
**Case 31-CA-264868**

**(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)**

**Delayed Posting**

Complete this section only and return to the Region if the Employer's place of business is currently closed or does not have a substantial complement of employees due to the Coronavirus Pandemic. For purposes of this notice posting, a substantial complement of employees is at least 50% of the total number of employees employed by the Employer prior to closing its business due to the Coronavirus pandemic. On a monthly basis, the Employer will be asked for updates on the status of the business.

I certify that the Employer's facility is currently **closed/operating with a less than a substantial complement of employees**. We anticipate **reopening Respondent's facility/returning a substantial complement of employees back to work** on \_\_\_\_\_. The Certification of Posting below will be completed and returned to the Region shortly after the anticipated date above.

**CHARGED PARTY/RESPONDENT**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

**CERTIFICATION OF POSTING (PART ONE)**  
**(Page 2 of 2 Pages)**

**RE: Sports Mania Logistic Services, LLC**  
**Case 31-CA-264868**

**(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)**

**Physical Posting**

The signed and dated Notice to Employees in the above matter was posted on

(date)\_\_\_\_\_ at the following locations: **(List specific places of posting)**

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---

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I have completed this Certification of Posting and state under penalty of perjury that it is true and correct.

**CHARGED PARTY/RESPONDENT**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

This form, along with supporting documentation, shall be electronically filed with the Region by going to the agency website [www.nlr.gov](http://www.nlr.gov), clicking on the e-Filing tab, and following the detailed instructions, including entering the NLRB case number, **31-CA-264868**.

**CERTIFICATION OF COMPLIANCE (PART TWO)**

**RE: Sports Mania Logistic Services, LLC  
Case 31-CA-264868**

**Information Provided**

On (date) \_\_\_\_\_, the Employer provided the Union with the information it requested on June 25, 2020, which is the subject of the Settlement Agreement and referenced in the Notice to Employees to:

\_\_\_\_\_.

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

**CHARGED PARTY/RESPONDENT**

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_

This form, along with supporting documentation, shall be electronically filed with the Region by going to the agency website [www.nlrb.gov](http://www.nlrb.gov), clicking on the e-Filing tab, and following the detailed instructions, including entering the NLRB case number, **31-CA-264868**.



**CERTIFICATION OF COMPLIANCE (PART TWO)**

**RE: Sports Mania Logistic Services, LLC**  
**Case 31-CA-264868**

**Information Provided**

On (date) 3/12/2021, the Employer provided the Union with the information it requested on June 25, 2020, which is the subject of the Settlement Agreement and referenced in the Notice to Employees to:

\_\_\_\_\_.

I have completed this Certification of Compliance and state under penalty of perjury that it is true and correct.

**CHARGED PARTY/RESPONDENT**

By:

Title:

Date:

(b) (6), (b) (7)(C)

3/12/2021

This form, along with supporting documentation, shall be electronically filed with the Region by going to the agency website [www.nlrb.gov](http://www.nlrb.gov), clicking on the e-Filing tab, and following the detailed instructions, including entering the NLRB case number, 31-CA-264868.

**CERTIFICATION OF POSTING (PART ONE)**

**(Page 2 of 2 Pages)**

RE: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

(If additional space is needed to provide a full response, attach a sheet(s) with the necessary information.)

**Physical Posting**

The signed and dated Notice to Employees in the above matter was posted on

(date) 3/12/2021 at the following locations: (List specific places of posting)

Barker Shop - 918 Langford Lake Road, Fort Irwin 92310  
- posted in the back room.

I have completed this Certification of Posting and state under penalty of perjury that it is true and correct.

By:

Title:

Date:

(b) (6), (b) (7)(C)

3/12/2021

This form, along with supporting documentation, shall be electronically filed with the Region by going to the agency website [www.nlr.gov](http://www.nlr.gov), clicking on the e-Filing tab, and following the detailed instructions, including entering the NLRB case number, 31-CA-264868.



# NOTICE TO EMPLOYEES



## POSTED PURSUANT TO A SETTLEMENT AGREEMENT APPROVED BY A REGIONAL DIRECTOR OF THE NATIONAL LABOR RELATIONS BOARD AN AGENCY OF THE UNITED STATES GOVERNMENT

### THE NATIONAL LABOR RELATIONS ACT GIVES YOU THE RIGHT TO:

- Form, join, or assist a union;
- Choose a representative to bargain with us on your behalf;
- Act together with other employees for your benefit and protection;
- Choose not to engage in any of these protected activities.

**WE WILL NOT** interfere with, restrain, or coerce you in the exercise of the above rights.

Teamsters, Chauffeurs, Warehousemen, Industrial and Allied Workers of America, Local 166 ("Local 166") is the exclusive collective-bargaining representative of employees at our barber shops located at the U.S. Government Post Exchange at Ft. Irwin, CA, the appropriate unit as described below ("the Unit"):

**Unit:** All barbers (excluding the managers as well as guards and supervisors, as those terms are defined in the National Labor Relations Act) employed at the Company's barber shops located on the U.S. Government Post Exchange at Ft Irwin, CA.

**WE WILL NOT** refuse to provide the Union with information that is relevant and necessary to its role as your bargaining representative.

**WE WILL NOT** in any like or related manner interfere with your rights under Section 7 of the Act.

**WE WILL** provide the Union with the information it requested on June 25, 2020.

**SPORTS MANIA LOGISTIC SERVICES LLC**  
(Employer)

**Dated:** 3/12/2021

**By:**

(b) (6), (b) (7)(C)

(Representative)  
(b) (6), (b) (7)(C)

(Title)

The National Labor Relations Board is an independent Federal agency created in 1935 to enforce the National Labor Relations Act. It conducts secret-ballot elections to determine whether employees want union representation and it investigates and remedies unfair labor practices by employers and unions. To find out more about your rights under the Act and how to file a charge or election petition, you may speak confidentially to any agent with the Board's Regional Office set forth below. You may also obtain information from the Board's website: [www.nlr.gov](http://www.nlr.gov), and the toll-free number 844-762-NLRB (6572).

**THIS IS AN OFFICIAL NOTICE AND MUST NOT BE DEFACED BY ANYONE**

This notice must remain posted for 60 consecutive days from the date of posting and must not be altered, defaced, or covered by any other material. Any questions concerning this notice or compliance with its provisions may be directed to the Centralized Compliance Unit at [complianceunit@nlrb.gov](mailto:complianceunit@nlrb.gov).



UNITED STATES GOVERNMENT  
NATIONAL LABOR RELATIONS BOARD

REGION 31  
11500 W OLYMPIC BLVD  
SUITE 600  
Los Angeles, CA 90064-1753

Agency Website: [www.nlrb.gov](http://www.nlrb.gov)  
Telephone: (310)235-7351  
Fax: (310)235-7420

May 18, 2021

Sharmin Jalali  
Email: [sharmin@jalalilaw.com](mailto:sharmin@jalalilaw.com)

Re: Sports Mania Logistic Services, LLC  
Case 31-CA-264868

Dear Mr. Jalali:

The above-captioned case has been closed on compliance. Please note that the closing is conditioned upon continued observance of the informal Settlement Agreement.

/s/ Miguel Rodriguez

MIGUEL RODRIGUEZ  
Deputy to the Assistant General Counsel

cc: Jawida Wasefi  
Email: [sharmin@jalalilaw.com](mailto:sharmin@jalalilaw.com)

Will Sheh, Attorney at Law  
Reich Adell & Cvitan  
3550 Wilshire Blvd., Suite 2000  
Los Angeles, CA 90010-2421  
Email: [WILLIAMS@rac-law.com](mailto:WILLIAMS@rac-law.com)